



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

November 28, 2005

To: Each Supervisor

From: Michael J. Henry   
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of November 23, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 368 employees at KDMC. Of this number, 190 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed five cases and have opened one additional case. As a result, our open caseload is currently 62 (detailed summary information is contained in Attachments I and II). There were no new cases opened last week involving physicians or nurses.

### **RECRUITMENTS**

Nurse recruiters are participating in a job fair for nursing students at Long Beach Community College on November 28, 2005. A special recruitment event is scheduled with the UCLA Graduate School of Nursing on November 29, 2005. KDMC's Chief Nursing Officer and nurse recruiters will speak to first and second-year nursing students regarding part-time employment opportunities while the students are in school and career opportunities when they complete the Master of Science in Nursing program. The next KDMC RN Interview Day is scheduled on December 2, 2005 from 10:00 A.M. to 3:00 P.M. in the Interns and Residents Lounge.

*To Enrich Lives Through Effective and Caring Service*

Each Supervisor  
November 28, 2005  
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If you have any questions, please call me.

MJH:STS  
SBH:ck

Attachments

c: David E. Janssen  
Thomas L. Garthwaite, M.D.  
Ray Fortner  
Violet Varona-Lukens  
Antionette Smith Epps  
Fred Leaf  
Kae Robertson

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 11/23/05**

**Dated: 11/28/2005**

|                      |            |
|----------------------|------------|
| Closed Cases -       | 682        |
| Open Cases -         | 62         |
| Referred Cases -     | 14         |
| <b>Grand Total =</b> | <b>758</b> |

| <b>TYPE OF<br/>ADMINISTRATIVE ACTION</b>                 | <b>Medical Staff <sup>1</sup></b> | <b>Ancillary<sup>2</sup><br/>Medical Staff</b> | <b>Nursing Staff <sup>3</sup></b> | <b>Pharmacy Staff</b> | <b>All<br/>Other Staff</b> | <b>TOTALS</b> |
|--|-----------------------------------|--|-----------------------------------|-----------------------|----------------------------|---------------|
| <b><u>Formal discipline:</u></b>                         |                                   |  |                                   |                       |                            |               |
| Discharges   | 9                                 | 2  | 28                                | 0                     | 23                         | 62            |
| Discharges of Probationers                               | 0                                 | 5  | 5                                 | 1                     | 7                          | 18            |
| Suspensions (6 - 30 Days)                                | 3                                 | 10   | 41                                | 4                     | 23                         | 81            |
| Suspensions (1 - 5 Days)                                 | 7                                 | 7  | 20                                | 1                     | 13                         | 48            |
| Reprimands   | 5                                 | 1  | 20                                | 2                     | 13                         | 41            |
| Warnings   | 0                                 | 1  | 1                                 | 3                     | 3                          | 8             |
| <b>Resignations in Lieu of<br/>Administrative Action</b> | 19                                | 9  | 29                                | 6                     | 8                          | 71            |
| <b>Release of<br/>Temporary Employee</b>                 | 9                                 | 1  | 23                                | 0                     | 5                          | 38            |
| <b>Medical Release</b>                                   | 0                                 | 0  | 0                                 | 0                     | 1                          | 1             |
| <b>Subtotal</b>  | <b>52</b>                         | <b>36</b>                                      | <b>167</b>                        | <b>17</b>             | <b>96</b>                  | <b>368</b>    |

| <b>TYPE OF<br/>ADMINISTRATIVE ACTION</b>                    | <b>Medical Staff <sup>1</sup></b> | <b>Ancillary<sup>2</sup><br/>Medical Staff</b> | <b>Nursing Staff <sup>3</sup></b> | <b>Pharmacy Staff</b> | <b>All<br/>Other Staff</b> | <b>TOTALS</b> |
|---|-----------------------------------|--|-----------------------------------|-----------------------|----------------------------|---------------|
| <b>Non-Disciplinary <sup>4</sup><br/>Corrective Actions</b> | 22                                | 8  | 35                                | 43                    | 26                         | 134           |
| <b>Total Actions Taken</b>                                  | <b>74</b>                         | <b>44</b>                                      | <b>202</b>                        | <b>60</b>             | <b>122</b>                 | <b>502</b>    |

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**  
Period: 01/26/04 – 11/23/05

**Dated: November 23, 2005**

| TYPE OF ADMINISTRATIVE ACTION                        | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|--------|
| <b><u>Formal Discipline:</u></b>                     |           |                       |                    |        |
| Discharges   | 7         | 2                     | 0                  | 9      |
| Discharges of Probationers                           | 0         | 0                     | 0                  | 0      |
| Suspension (6 - 30 Days)                             | 2         | 1                     | 0                  | 3      |
| Suspension (1 - 5 Days)                              | 5         | 2                     | 0                  | 7      |
| Reprimands   | 4         | 1                     | 0                  | 5      |
| Warnings   | 0         | 0                     | 0                  | 0      |
| <b>Resignations in Lieu of Administrative Action</b> | 17        | 1                     | 1                  | 19     |
| <b>Release of Temporary Employee</b>                 | 9         | 0                     | 0                  | 9      |
| <b>Medical Release</b>                               | 0         | 0                     | 0                  | 0      |
| <b>Subtotal</b>                                      | 44        | 7                     | 1                  | 52     |

| TYPE OF ADMINISTRATIVE ACTION              | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|--------|
| <b>Non-Disciplinary Corrective Actions</b> | 20        | 1                     | 1                  | 22     |
| <b>Total of Action Taken</b>               | 64        | 8                     | 2                  | 74     |